

**EXAMPLE OF SALARY CALCULATION  
INCORPORATING BOTH GENERAL SCHEDULE PAY AND LOCALITY PAY**

General Schedule Basic Salary for a GS-9, Step 5	\$41,342.00
Dayton Locality Pay Percentage (41,342 * 12.03%)	* 1.1203
Total Yearly Rate Including Locality Pay Percentage	\$46,315.44
Divide by Standard Work Year Hours (2087)	/2087
Hourly Rate Including Locality Pay (note 1)	\$22.19

Notes: 1. Leave & Holiday Acceleration, Unfunded Civilian Retirement, and Fringe Benefits must be added.

**EXAMPLE OF 100 HOURS OF CIVILIAN EFFORT  
GS-9, STEP 5  
AT WRIGHT PATTERSON AIR FORCE BASE**

Direct Labor Hours	100
Hourly Rate from Above	\$22.19
Direct Labor	\$2,219.00
Leave and Holiday Acceleration Factor (18%)	\$399.42
Subtotal	\$2,618.42
Unfunded Civilian Retirement (9.9%)	\$259.22
Fringe Benefits Factor (26.6%)	\$696.50
FMS Selling Price	\$3,574.14

**CIVILIAN PAY 2004  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 2004**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$15,625	16,146	16,666	17,183	17,703	18,009	18,521	19,039	19,060	19,543
	2	17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
	3	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
	4	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
	5	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
	6	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
	7	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
	8	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
	9	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
	10	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
	11	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
	12	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
	13	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
	14	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
	15	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II.

Locality pay was effective in 1994. To determine the locality pay salary for an area covered by locality pay take the General Schedule amount above and multiply by the applicable locality pay percentage (found in Appendix C-IV) for applicable area and year (see page 15-C-V-1 for an example).

**CIVILIAN PAY 2003  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 2003**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$15,214	15,722	16,228	16,731	17,238	17,536	18,034	18,538	18,559	19,031
	2	17,106	17,512	18,079	18,559	18,767	19,319	19,871	20,423	20,975	21,527
	3	18,664	19,286	19,908	20,530	21,152	21,774	22,396	23,018	23,640	24,262
	4	20,952	21,650	22,348	23,046	23,744	24,442	25,140	25,838	26,536	27,234
	5	23,442	24,223	25,004	25,785	26,566	27,347	28,128	28,909	29,690	30,471
	6	26,130	27,001	27,872	28,743	29,614	30,485	31,356	32,227	33,098	33,969
	7	29,037	30,005	30,973	31,941	32,909	33,877	34,845	35,813	36,781	37,749
	8	32,158	33,230	34,302	35,374	36,446	37,518	38,590	39,662	40,734	41,806
	9	35,519	36,703	37,887	39,071	40,255	41,439	42,623	43,807	44,991	46,175
	10	39,115	40,419	41,723	43,027	44,331	45,635	46,939	48,243	49,547	50,851
	11	42,976	44,409	45,842	47,275	48,708	50,141	51,574	53,007	54,440	55,873
	12	51,508	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961
	13	61,251	63,293	65,335	67,377	69,419	71,461	73,503	75,545	77,587	79,629
	14	72,381	74,794	77,207	79,620	82,033	84,446	86,859	89,272	91,685	94,098
	15	85,140	87,978	90,816	93,654	96,492	99,330	102,168	105,006	107,844	110,682

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 2002  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 2002**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$14,757	15,249	15,740	16,228	16,720	17,009	17,492	17,981	18,001	18,456
	2	16,592	16,985	17,535	18,001	18,201	18,736	19,271	19,806	20,341	20,876
	3	18,103	18,706	19,309	19,912	20,515	21,118	21,721	22,324	22,927	23,530
	4	20,322	20,999	21,676	22,353	23,030	23,707	24,384	25,061	25,738	26,415
	5	22,737	23,495	24,253	25,011	25,769	26,527	27,285	28,043	28,801	29,559
	6	25,344	26,189	27,034	27,879	28,724	29,569	30,414	31,259	32,104	32,949
	7	28,164	29,103	30,042	30,981	31,920	32,859	33,798	34,737	35,676	36,615
	8	31,191	32,231	33,271	34,311	35,351	36,391	37,431	38,471	39,511	40,551
	9	34,451	35,599	36,747	37,895	39,043	40,191	41,339	42,487	43,635	44,783
	10	37,939	39,204	40,469	41,734	42,999	44,264	45,529	46,794	48,059	49,324
	11	41,684	43,073	44,462	45,851	47,240	48,629	50,018	51,407	52,796	54,185
	12	49,959	51,624	53,289	54,954	56,619	58,284	59,949	61,614	63,279	64,944
	13	59,409	61,389	63,369	65,349	67,329	69,309	71,289	73,269	75,249	77,229
	14	70,205	72,545	74,885	77,225	79,565	81,905	84,245	86,585	88,925	91,265
	15	82,580	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

Locality pay was effective in 1994. To determine the locality pay salary for an area covered by locality pay take the General Schedule amount above and multiply by the applicable locality pay percentage (found in Appendix C-IV) for applicable area and year (see page 15-C-V-1 for an example).

**CIVILIAN PAY 2001  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 2001**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$14,244	14,719	15,193	15,664	16,139	16,418	16,884	17,356	17,375	17,819
	2	16,015	16,395	16,926	17,375	17,571	18,088	18,605	19,122	19,639	20,156
	3	17,474	18,056	18,638	19,220	19,802	20,384	20,966	21,548	22,130	22,712
	4	19,616	20,270	20,924	21,578	22,232	22,886	23,540	24,194	24,848	25,502
	5	21,947	22,679	23,411	24,143	24,875	25,607	26,339	27,071	27,803	28,535
	6	24,463	25,278	26,093	26,908	27,723	28,538	29,353	30,168	30,983	31,798
	7	27,185	28,091	28,997	29,903	30,809	31,715	32,621	33,527	34,433	35,339
	8	30,107	31,111	32,115	33,119	34,123	35,127	36,131	37,135	38,139	39,143
	9	33,254	34,362	35,470	36,578	37,686	38,794	39,902	41,010	42,118	43,226
	10	36,621	37,842	39,063	40,284	41,505	42,726	43,947	45,168	46,389	47,610
	11	40,236	41,577	42,918	44,259	45,600	46,941	48,282	49,623	50,964	52,305
	12	48,223	49,830	51,437	53,044	54,651	56,258	57,865	59,472	61,079	62,686
	13	57,345	59,257	61,169	63,081	64,993	66,905	68,817	70,729	72,641	74,553
	14	67,765	70,024	72,283	74,542	76,801	79,060	81,319	83,578	85,837	88,096
	15	79,710	82,367	85,024	87,681	90,338	92,995	95,652	98,309	100,966	103,623

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 2000  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 2000**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$13,870	14,332	14,794	15,252	15,715	15,986	16,440	16,900	16,918	17,351
	2	15,594	15,964	16,481	16,918	17,107	17,610	18,113	18,616	19,119	19,622
	3	17,015	17,582	18,149	18,716	19,283	19,850	20,417	20,984	21,551	22,118
	4	19,100	19,737	20,374	21,011	21,648	22,285	22,922	23,559	24,196	24,833
	5	21,370	22,082	22,794	23,506	24,218	24,930	25,642	26,354	27,066	27,778
	6	23,820	24,614	25,408	26,202	26,996	27,790	28,584	29,378	30,172	30,966
	7	26,470	27,352	28,234	29,116	29,998	30,880	31,762	32,644	33,526	34,408
	8	29,315	30,292	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108
	9	32,380	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091
	10	35,658	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359
	11	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932
	12	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040
	13	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586
	14	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774
	15	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 1999  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1999**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$13,362	13,807	14,252	14,694	15,140	15,401	15,838	16,281	16,299	16,718
	2	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907
	3	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306
	4	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918
	5	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762
	6	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833
	7	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151
	8	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711
	9	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555
	10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658
	11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066
	12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808
	13	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930
	14	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638
	15	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 1998  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1998**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$12,960	13,392	13,823	14,252	14,685	14,938	15,362	15,791	15,809	16,214
	2	14,571	14,918	15,401	15,809	15,985	16,455	16,925	17,395	17,865	18,335
	3	15,899	16,429	16,959	17,489	18,019	18,549	19,079	19,609	20,139	20,669
	4	17,848	18,443	19,038	19,633	20,228	20,823	21,418	22,013	22,608	23,203
	5	19,969	20,635	21,301	21,967	22,633	23,299	23,965	24,631	25,297	25,963
	6	22,258	23,000	23,742	24,484	25,226	25,968	26,710	27,452	28,194	28,936
	7	24,734	25,558	26,382	27,206	28,030	28,854	29,678	30,502	31,326	32,150
	8	27,393	28,306	29,219	30,132	31,045	31,958	32,871	33,784	34,697	35,610
	9	30,257	31,266	32,275	33,284	34,293	35,302	36,311	37,320	38,329	39,338
	10	33,320	34,431	35,542	36,653	37,764	38,875	39,986	41,097	42,208	43,319
	11	36,609	37,829	39,049	40,269	41,489	42,709	43,929	45,149	46,369	47,589
	12	43,876	45,339	46,802	48,265	49,728	51,191	52,654	54,117	55,580	57,043
	13	52,176	53,915	55,654	57,393	59,132	60,871	62,610	64,349	66,088	67,827
	14	61,656	63,711	65,766	67,821	69,876	71,931	73,986	76,041	78,096	80,151
	15	72,525	74,943	77,361	79,779	82,197	84,615	87,033	89,451	91,869	94,287

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 1997  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1997**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$12,669	13,091	13,512	13,932	14,355	14,602	15,017	15,436	15,454	15,844
	2	14,243	14,583	15,055	15,454	15,628	16,088	16,548	17,008	17,468	17,928
	3	15,542	16,060	16,578	17,096	17,614	18,132	18,650	19,168	19,686	20,204
	4	17,447	18,029	18,611	19,193	19,775	20,357	20,939	21,521	22,103	22,685
	5	19,520	20,171	20,822	21,473	22,124	22,775	23,426	24,077	24,728	25,379
	6	21,758	22,483	23,208	23,933	24,658	25,383	26,108	26,833	27,558	28,283
	7	24,178	24,984	25,790	26,596	27,402	28,208	29,014	29,820	30,626	31,432
	8	26,777	27,670	28,563	29,456	30,349	31,242	32,135	33,028	33,921	34,814
	9	29,577	30,563	31,549	32,535	33,521	34,507	35,493	36,479	37,465	38,451
	10	32,571	33,657	34,743	35,829	36,915	38,001	39,087	40,173	41,259	42,345
	11	35,786	36,979	38,172	39,365	40,558	41,751	42,944	44,137	45,330	46,523
	12	42,890	44,320	45,750	47,180	48,610	50,040	51,470	52,900	54,330	55,760
	13	51,003	52,703	54,403	56,103	57,803	59,503	61,203	62,903	64,603	66,303
	14	60,270	62,279	64,288	66,297	68,306	70,315	72,324	74,333	76,342	78,351
	15	70,894	73,257	75,620	77,983	80,346	82,709	85,072	87,435	89,798	92,161

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 1996  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1996**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$12,384	12,797	13,208	13,619	14,032	14,274	14,679	15,089	15,107	15,489
	2	13,923	14,255	14,717	15,107	15,274	15,723	16,172	16,621	17,070	17,519
	3	15,193	15,699	16,205	16,711	17,217	17,723	18,229	18,735	19,241	19,747
	4	17,055	17,624	18,193	18,762	19,331	19,900	20,469	21,038	21,607	22,176
	5	19,081	19,717	20,353	20,989	21,625	22,261	22,897	23,533	24,169	24,805
	6	21,269	21,978	22,687	23,396	24,105	24,814	25,523	26,232	26,941	27,650
	7	23,634	24,422	25,210	25,998	26,786	27,574	28,362	29,150	29,938	30,726
	8	26,175	27,048	27,921	28,794	29,667	30,540	31,413	32,286	33,159	34,032
	9	28,912	29,876	30,840	31,804	32,768	33,732	34,696	35,660	36,624	37,588
	10	31,839	32,900	33,961	35,022	36,083	37,144	38,205	39,266	40,327	41,388
	11	34,981	36,147	37,313	38,479	39,645	40,811	41,977	43,143	44,309	45,475
	12	41,926	43,324	44,722	46,120	47,518	48,916	50,314	51,712	53,110	54,508
	13	49,856	51,518	53,180	54,842	56,504	58,166	59,828	61,490	63,152	64,814
	14	58,915	60,879	62,843	64,807	66,771	68,735	70,699	72,663	74,627	76,591
	15	69,300	71,610	73,920	76,230	78,540	80,850	83,160	85,470	87,780	90,090

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

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**CIVILIAN PAY 1995  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1995**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$12,141	12,546	12,949	13,352	13,757	13,994	14,391	14,793	14,811	15,183
	2	13,650	13,975	14,428	14,811	14,974	15,414	15,854	16,294	16,734	17,174
	3	14,895	15,392	15,889	16,386	16,883	17,380	17,877	18,374	18,871	19,368
	4	16,721	17,278	17,835	18,392	18,949	19,506	20,063	20,620	21,177	21,734
	5	18,707	19,331	19,955	20,579	21,203	21,827	22,451	23,075	23,699	24,323
	6	20,852	21,547	22,242	22,937	23,632	24,327	25,022	25,717	26,412	27,107
	7	23,171	23,943	24,715	25,487	26,259	27,031	27,803	28,575	29,347	30,119
	8	25,662	26,517	27,372	28,227	29,082	29,937	30,792	31,647	32,502	33,357
	9	28,345	29,290	30,235	31,180	32,125	33,070	34,015	34,960	35,905	36,850
	10	31,215	32,256	33,297	34,338	35,379	36,420	37,461	38,502	39,543	40,584
	11	34,295	35,438	36,581	37,724	38,867	40,010	41,153	42,296	43,439	44,582
	12	41,104	42,474	43,844	45,214	46,584	47,954	49,324	50,694	52,064	53,434
	13	48,878	50,507	52,136	53,765	55,394	57,023	58,652	60,281	61,910	63,539
	14	57,760	59,685	61,610	63,535	65,460	67,385	69,310	71,235	73,160	75,085
	15	67,941	70,206	72,471	74,736	77,001	79,266	81,531	83,796	86,061	88,326

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

Locality pay was effective in 1994. To determine the locality pay salary for an area covered by locality pay take the General Schedule amount above and multiply by the applicable locality pay percentage (found in Appendix C-IV) for applicable area and year (see page 15-C-V-1 for an example).

**CIVILIAN PAY 1994**  
**(Same as 1993 but 1994 Locality Pay Percentage Applies)**  
**GENERAL SCHEDULE**  
**EFFECTIVE JANUARY 1, 1994**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$11,903	12,300	12,695	13,090	13,487	13,720	14,109	14,503	14,521	14,891
	2	13,382	13,701	14,145	14,521	14,683	15,115	15,547	15,989	16,411	16,843
	3	14,603	15,090	15,577	16,064	16,551	17,039	17,525	18,012	18,499	18,986
	4	16,393	16,939	17,485	18,031	18,577	19,123	19,669	20,215	20,761	21,307
	5	18,340	18,951	19,562	20,173	20,784	21,395	22,006	22,617	23,228	23,839
	6	20,443	21,124	21,805	22,486	23,167	23,848	24,529	25,210	25,891	26,572
	7	22,717	23,474	24,231	24,988	25,745	26,502	27,259	28,016	28,773	29,530
	8	25,159	25,998	26,837	27,676	28,515	29,354	30,193	31,032	31,871	32,710
	9	27,789	28,715	29,641	30,567	31,493	32,419	33,345	34,271	35,197	36,123
	10	30,603	31,623	32,643	33,663	34,683	35,703	36,723	37,743	38,763	39,783
	11	33,623	34,744	35,865	36,986	38,107	39,228	40,349	41,470	42,591	43,712
	12	40,298	41,641	42,984	44,327	45,670	47,013	48,356	49,699	51,042	52,385
	13	47,920	49,517	51,114	52,711	54,308	55,905	57,502	59,099	60,696	62,293
	14	56,627	58,515	60,403	62,291	64,179	66,067	67,955	69,843	71,731	73,619
	15	66,609	68,829	71,049	73,269	75,489	77,709	79,929	82,149	84,369	86,589

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

Locality pay was effective in 1994. To determine the locality pay salary for an area covered by locality pay take the General Schedule amount above and multiply by the applicable locality pay percentage (found in Appendix C-IV) for applicable area and year (see page 15-C-V-1 for an example).

**CIVILIAN PAY 1993  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1993**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$11,903	12,300	12,695	13,090	13,487	13,720	14,109	14,503	14,521	14,891
	2	13,382	13,701	14,145	14,521	14,683	15,115	15,547	15,989	16,411	16,843
	3	14,603	15,090	15,577	16,064	16,551	17,039	17,525	18,012	18,499	18,986
	4	16,393	16,939	17,485	18,031	18,577	19,123	19,669	20,215	20,761	21,307
	5	18,340	18,951	19,562	20,173	20,784	21,395	22,006	22,617	23,228	23,839
	6	20,443	21,124	21,805	22,486	23,167	23,848	24,529	25,210	25,891	26,572
	7	22,717	23,474	24,231	24,988	25,745	26,502	27,259	28,016	28,773	29,530
	8	25,159	25,998	26,837	27,676	28,515	29,354	30,193	31,032	31,871	32,710
	9	27,789	28,715	29,641	30,567	31,493	32,419	33,345	34,271	35,197	36,123
	10	30,603	31,623	32,643	33,663	34,683	35,703	36,723	37,743	38,763	39,783
	11	33,623	34,744	35,865	36,986	38,107	39,228	40,349	41,470	42,591	43,712
	12	40,298	41,641	42,984	44,327	45,670	47,013	48,356	49,699	51,042	52,385
	13	47,920	49,517	51,114	52,711	54,308	55,905	57,502	59,099	60,696	62,293
	14	56,627	58,515	60,403	62,291	64,179	66,067	67,955	69,843	71,731	73,619
	15	66,609	68,829	71,049	73,269	75,489	77,709	79,929	82,149	84,369	86,589

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

**CIVILIAN PAY 1992  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1992**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$11,478	11,861	12,242	12,623	13,006	13,230	13,606	13,986	14,003	14,356
	2	12,905	13,212	13,640	14,003	14,157	14,573	14,989	15,405	15,821	16,237
	3	14,082	14,551	15,020	15,489	15,958	16,427	16,896	17,365	17,834	18,303
	4	15,808	16,335	16,862	17,389	17,916	18,443	18,970	19,497	20,024	20,551
	5	17,686	18,276	18,866	19,456	20,046	20,636	21,226	21,816	22,406	22,996
	6	19,713	20,370	21,027	21,684	22,341	22,998	23,655	24,312	24,969	25,626
	7	21,906	22,636	23,366	24,096	24,826	25,556	26,286	27,016	27,746	28,476
	8	24,262	25,071	25,880	26,689	27,498	28,307	29,116	29,925	30,734	31,543
	9	26,798	27,691	28,584	29,477	30,370	31,263	32,156	33,049	33,942	34,835
	10	29,511	30,495	31,479	32,463	33,447	34,431	35,415	36,399	37,383	38,367
	11	32,423	33,504	34,585	35,666	36,747	37,828	38,909	39,990	41,071	42,152
	12	38,861	40,156	41,451	42,746	44,041	45,336	46,631	47,926	49,221	50,516
	13	46,210	47,750	49,290	50,830	52,370	53,910	55,450	56,990	58,530	60,070
	14	54,607	56,427	58,247	60,067	61,887	63,707	65,527	67,327	69,167	70,987
	15	64,233	66,374	68,515	70,656	72,797	74,938	77,079	79,220	81,361	83,502

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

**CIVILIAN PAY 1991  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1991**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$11,015	11,383	11,749	12,114	12,482	12,697	13,058	13,422	13,439	13,776
	2	12,385	12,679	13,090	13,439	13,590	13,990	14,390	14,790	15,190	15,590
	3	13,515	13,966	14,417	14,868	15,319	15,770	16,221	16,672	17,123	17,574
	4	15,171	15,677	16,183	16,689	17,195	17,701	18,207	18,713	19,219	19,725
	5	16,973	17,539	18,105	18,671	19,237	19,803	20,369	20,935	21,501	22,067
	6	18,919	19,550	20,181	20,812	21,443	22,074	22,705	23,336	23,967	24,598
	7	21,023	21,724	22,425	23,126	23,827	24,528	25,229	25,930	26,631	27,332
	8	23,284	24,060	24,836	26,612	26,388	27,164	27,940	28,716	29,492	30,268
	9	25,717	26,574	27,431	28,288	29,145	30,002	30,859	31,716	32,573	33,430
	10	28,322	29,266	30,210	31,154	32,098	33,041	33,986	34,930	35,874	36,818
	11	31,116	32,153	33,193	34,227	35,264	26,301	37,338	38,375	39,412	40,449
	12	37,294	38,537	39,780	41,023	42,268	43,509	44,752	45,995	47,238	48,481
	13	44,348	45,826	47,304	48,782	50,260	51,738	53,216	54,694	56,172	57,650
	14	52,406	54,153	55,900	57,647	59,394	61,141	62,888	64,635	66,382	68,129
	15	61,643	63,698	65,753	67,828	69,863	71,918	73,973	76,028	78,083	80,128
	16	72,298	74,708	77,118	79,528	81,396	82,697	85,060	87,424	89,767	---
	17	83,032	85,800	88,568	91,339	94,104	---	---	---	---	---
	18	97,317	---	---	---	---	---	---	---	---	---

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

**CIVILIAN PAY 1990  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1990**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$10,581	10,935	11,286	11,637	11,990	12,197	12,544	12,893	12,910	13,232
	2	11,897	12,180	12,574	12,910	13,053	13,437	13,821	14,205	14,586	14,973
	3	12,982	13,415	13,848	14,281	14,714	15,147	15,580	16,013	16,446	16,879
	4	14,573	15,059	15,545	16,031	16,517	17,003	17,489	17,975	18,461	18,947
	5	16,305	16,849	17,393	17,937	18,481	19,025	19,569	20,113	20,657	21,201
	6	18,174	18,780	19,386	19,992	20,598	21,204	21,810	22,416	23,022	23,628
	7	20,195	20,868	21,541	22,214	22,887	23,560	24,233	24,906	25,579	26,252
	8	22,367	23,113	23,859	24,605	25,351	26,097	26,843	27,589	28,335	29,081
	9	24,705	25,529	26,353	27,177	28,001	28,825	29,649	30,473	31,297	32,121
	10	27,206	28,113	29,020	29,927	30,834	31,741	32,648	33,555	34,462	35,369
	11	29,891	30,887	31,883	32,879	33,875	34,871	35,867	36,863	37,869	38,855
	12	34,850	35,733	36,886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
	13	42,601	44,021	45,441	46,861	48,281	49,701	51,121	52,541	53,961	55,381
	14	50,342	52,020	53,698	55,376	57,054	58,732	60,410	62,088	63,766	65,444
	15	59,216	61,190	63,164	65,138	67,112	69,086	71,060	73,034	75,008	76,982
	16	69,451	71,766	74,081	76,396	78,190	79,438	81,708	83,978	85,470	---
	17	79,762	82,420	85,078	85,470	85,500	---	---	---	---	---
	18	86,682	---	---	---	---	---	---	---	---	---

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II



**CIVILIAN PAY 1989  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1989**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$10,213	10,555	10,894	11,233	11,577	11,773	12,108	12,445	12,461	12,780
	2	11,484	11,757	12,137	12,461	12,601	12,972	13,343	13,714	14,085	14,456
	3	12,531	12,949	13,367	13,785	14,203	14,621	15,039	15,457	15,875	16,293
	4	14,067	14,536	15,005	15,474	15,943	16,412	16,881	17,350	17,819	18,288
	5	15,738	16,263	16,788	17,313	17,838	18,363	18,888	19,413	19,938	20,463
	6	17,542	18,127	18,712	19,297	19,882	20,467	21,052	21,637	22,222	22,807
	7	19,493	20,143	20,793	21,443	22,093	22,743	23,393	24,043	24,693	25,343
	8	21,590	22,310	23,030	23,750	24,470	25,190	25,910	26,630	27,350	28,070
	9	23,486	24,641	25,435	26,231	27,026	27,821	28,616	29,411	30,206	31,001
	10	26,261	27,136	28,011	28,886	29,761	30,636	31,511	32,286	33,261	34,136
	11	28,852	29,814	30,776	31,738	32,700	33,662	34,624	35,586	36,548	37,510
	12	34,850	35,733	36,886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
	13	41,121	42,492	43,863	45,234	46,605	47,976	49,347	50,718	52,089	53,460
	14	48,592	50,212	51,832	53,453	55,072	56,692	58,312	59,932	61,552	63,172
	15	57,158	59,063	60,968	62,873	64,778	66,683	68,588	70,493	72,398	74,303
	16	67,038	69,273	71,508	73,743	75,473	76,678	78,869	81,060	82,500	---
	17	76,990	79,556	82,122	82,500	83,818	---	---	---	---	---
	18	86,682	---	---	---	---	---	---	---	---	---

Acceleration Factors- See Civilian Personnel Fringe Benefit Rates in Appendix C-II

**CIVILIAN PAY 1988  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1988**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$9,811	10,139	10,465	10,791	11,117	11,309	11,631	11,955	11,970	12,275
	2	11,032	11,294	11,659	11,970	12,103	12,459	12,815	13,171	13,527	13,883
	3	12,038	12,439	12,840	13,241	13,642	14,043	14,444	14,845	15,246	15,647
	4	13,513	13,963	14,413	14,863	15,313	15,763	16,213	16,663	17,113	17,563
	5	15,118	15,622	16,126	16,630	17,134	17,638	18,142	18,646	19,159	19,654
	6	16,851	17,413	17,975	18,537	19,099	19,661	20,223	20,785	21,347	21,909
	7	18,726	19,350	19,974	20,598	21,222	21,846	22,470	23,094	23,718	24,342
	8	20,739	21,430	22,121	22,812	23,503	24,194	24,885	25,576	26,267	26,958
	9	22,907	23,671	24,435	25,199	25,963	26,727	27,491	28,255	29,019	29,783
	10	25,226	26,067	26,908	27,749	28,591	29,431	30,272	31,113	31,954	32,795
	11	27,716	28,640	29,564	30,488	31,412	32,336	33,260	34,184	35,108	36,032
	12	33,218	34,325	35,432	36,539	37,646	38,753	39,860	40,967	42,074	43,181
	13	39,501	40,818	42,135	43,452	44,769	46,086	47,403	48,720	50,037	51,354
	14	46,679	48,235	49,791	51,347	52,903	54,459	56,015	57,571	59,127	60,683
	15	54,907	56,737	58,567	60,197	62,227	64,057	65,887	67,717	69,547	71,377
	16	64,397	66,544	68,691	70,838	72,500	73,660	75,765	77,870	79,975	---
	17	73,958	76,423	78,888	81,353	83,818	---	---	---	---	---
	18	86,682	---	---	---	---	---	---	---	---	---

Acceleration Factors

Retirement:	29.5% (22.5% Unfunded; 7% DoD contribution)
Leave and Holiday:	18.0%
Benefits:	6.9%

**CIVILIAN PAY 1987  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1987**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$9,619	9,940	10,260	10,579	10,899	11,087	11,403	11,721	11,735	12,036
	2	10,816	11,073	11,430	11,735	11,866	12,215	12,564	12,913	13,262	13,611
	3	11,802	12,195	12,588	12,981	13,374	13,767	14,160	14,553	14,946	15,339
	4	13,248	13,690	14,132	14,574	15,016	15,458	15,900	16,342	16,784	17,266
	5	14,822	15,316	15,810	16,304	16,798	17,292	17,786	18,280	18,744	19,268
	6	16,521	17,072	17,623	18,174	18,725	19,276	19,827	20,378	20,929	21,480
	7	18,358	18,970	19,582	20,194	20,806	21,418	22,030	22,642	23,254	23,866
	8	20,333	21,011	21,689	22,367	23,045	23,723	24,401	25,079	25,757	26,435
	9	22,458	23,207	23,956	24,705	25,454	26,203	26,952	27,701	28,450	29,199
	10	24,732	25,556	26,238	27,204	28,028	28,852	29,676	30,500	31,324	32,148
	11	27,172	28,078	28,984	29,890	30,796	31,702	32,608	33,514	34,420	35,326
	12	32,567	33,653	34,739	35,825	36,911	37,997	39,083	40,169	41,255	42,231
	13	38,727	40,018	41,309	42,600	43,891	45,182	46,473	47,764	49,055	50,346
	14	45,763	47,288	48,813	50,338	51,863	53,388	54,913	56,438	57,963	59,488
	15	53,830	55,624	57,418	59,212	61,006	62,800	64,594	66,388	68,182	69,976
	16	63,135	65,240	67,345	69,450	71,555	73,660	75,765	77,870	70,975	---
	17	73,958	76,423	78,888	81,353	83,818	---	---	---	---	---
	18	86,682	---	---	---	---	---	---	---	---	---

Acceleration Factors

Retirement: 27.9% (20.9% Unfunded; 7% DoD contribution)  
 Leave and Holiday: 18.0%  
 Benefits: 7.95%

**CIVILIAN PAY 1986  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1986**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$9,339	9,650	9,961	10,271	10,582	10,794	11,071	11,380	11,393	11,686
	2	10,501	10,750	11,097	11,393	11,521	11,860	12,199	12,538	12,877	13,216
	3	11,458	11,840	12,222	12,604	12,986	13,368	13,750	14,132	14,514	14,896
	4	12,862	13,291	13,820	14,149	14,578	15,007	15,436	15,865	16,294	16,723
	5	14,390	14,873	15,350	15,830	16,310	16,790	17,270	17,750	18,230	18,710
	6	16,040	16,575	17,110	17,645	18,180	18,715	19,250	19,785	20,576	23,160
	7	17,824	18,418	10,012	19,606	20,200	20,794	21,388	21,982	22,576	23,170
	8	19,740	20,398	21,056	21,714	22,372	23,030	23,688	24,346	25,004	25,662
	9	21,804	22,531	23,258	23,895	24,712	25,439	26,166	26,893	27,620	28,347
	10	24,011	24,811	25,611	26,411	27,211	28,011	28,811	29,611	30,411	31,211
	11	26,381	27,620	28,139	29,018	29,897	30,776	31,655	32,534	33,413	34,292
	12	31,619	32,673	33,727	34,781	35,835	35,889	37,943	38,997	40,051	41,105
	13	37,599	38,852	40,105	41,358	42,611	43,864	45,117	46,370	47,623	48,876
	14	44,430	45,911	47,392	48,873	50,354	51,835	53,316	54,797	56,278	57,759
	15	52,262	54,004	55,746	57,488	59,230	60,972	62,714	64,456	66,198	67,940
	16	61,296	63,339	65,382	67,425	69,468	71,511	73,554	75,597	77,640	---
	17	71,840	74,197	76,590	78,983	81,376	---	---	---	---	---
	18	84,157	---	---	---	---	---	---	---	---	---

Acceleration Factors

Retirement: 27.9% (20.9% Unfunded; 7% DoD contribution)  
 Leave and Holiday: 18.0%  
 Benefits: 7.85%

**CIVILIAN PAY 1985  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1985**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$9,339	9,650	9,961	10,271	10,582	10,794	11,071	11,380	11,393	11,686
	2	10,501	10,750	11,097	11,393	11,521	11,860	12,199	12,538	12,877	13,216
	3	11,458	11,840	12,222	12,604	12,986	13,368	13,750	14,132	14,514	14,896
	4	12,862	13,291	13,820	14,149	14,578	15,007	15,436	15,865	16,294	16,723
	5	14,390	14,873	15,350	15,830	16,310	16,790	17,270	17,750	18,230	18,710
	6	16,040	16,575	17,110	17,645	18,180	18,715	19,250	19,785	20,576	23,160
	7	17,824	18,418	10,012	19,606	20,200	20,794	21,388	21,982	22,576	23,170
	8	19,740	20,398	21,056	21,714	22,372	23,030	23,688	24,346	25,004	25,662
	9	21,804	22,531	23,258	23,895	24,712	25,439	26,166	26,893	27,620	28,347
	10	24,011	24,811	25,611	26,411	27,211	28,011	28,811	29,611	30,411	31,211
	11	26,381	27,620	28,139	29,018	29,897	30,776	31,655	32,534	33,413	34,292
	12	31,619	32,673	33,727	34,781	35,835	35,889	37,943	38,997	40,051	41,105
	13	37,599	38,852	40,105	41,358	42,611	43,864	45,117	46,370	47,623	48,876
	14	44,430	45,911	47,392	48,873	50,354	51,835	53,316	54,797	56,278	57,759
	15	52,262	54,004	55,746	57,488	59,230	60,972	62,714	64,456	66,198	67,940
	16	61,296	63,339	65,382	67,425	69,468	71,511	73,554	75,597	77,640	---
	17	71,840	74,197	76,590	78,983	81,376	---	---	---	---	---
	18	84,157	---	---	---	---	---	---	---	---	---

Acceleration Factors

Retirement:	29.5% (22.5% Unfunded; 7% DoD contribution)
Leave and Holiday:	18.0%
Benefits:	6.9%

**CIVILIAN PAY 1984  
GENERAL SCHEDULE  
EFFECTIVE JANUARY 1, 1984**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$9,023	9,324	9,624	9,924	10,224	10,400	10,697	10,995	11,008	11,283
	2	10,146	10,386	10,722	11,008	11,129	11,456	11,783	12,110	12,437	12,764
	3	11,070	11,439	11,808	12,177	12,546	12,915	13,284	13,653	14,022	14,391
	4	12,427	12,841	13,255	13,669	14,083	14,497	14,911	15,325	15,739	16,153
	5	13,903	14,366	14,829	15,292	15,755	16,218	16,681	17,144	17,607	18,070
	6	15,497	16,014	16,531	17,048	17,565	18,082	18,599	19,116	19,633	20,150
	7	17,221	17,795	18,369	18,943	19,517	20,091	20,665	21,239	21,813	22,387
	8	19,073	19,709	20,345	20,981	21,617	22,253	22,889	23,525	24,161	24,797
	9	21,066	21,768	22,470	23,172	23,874	24,586	25,278	25,980	26,682	27,384
	10	23,199	23,972	24,745	25,518	26,291	27,064	27,837	28,610	29,383	30,156
	11	25,489	26,339	27,189	28,039	28,889	29,739	30,589	31,439	32,289	33,139
	12	30,549	31,567	32,585	33,603	34,621	35,639	36,657	37,675	38,693	39,711
	13	36,327	37,538	38,749	39,960	41,171	42,382	43,593	44,804	46,015	47,226
	14	42,928	44,359	45,790	47,221	48,652	50,083	51,514	52,945	54,376	55,807
	15	50,495	52,178	53,861	55,544	57,227	58,910	60,593	62,276	63,959	65,642
	16	59,223	61,197	63,171	65,145	67,119	69,093	71,067	73,041	75,015	---
	17	59,376	71,689	74,002	76,315	78,628	---	---	---	---	---
	18	81,311	---	---	---	---	---	---	---	---	---

Acceleration Factors

Retirement:	29.5% (22.5% Unfunded; 7% DoD contribution)
Leave and Holiday:	18.0%
Benefits:	6.9%

**CIVILIAN PAY October 3, 1982 through January 7, 1984  
GENERAL SCHEDULE 5 U.S.C. 5332(A)**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$8,676	6,865	9,254	9,542	9,831	10,000	10,286	10,572	10,585	10,587
	2	9,756	9,987	10,310	10,585	10,703	11,018	11,333	11,648	11,983	12,278
	3	10,645	11,000	11,355	11,710	12,065	12,420	12,775	13,130	13,485	13,840
	4	11,949	12,347	12,745	13,143	13,541	13,939	14,337	14,735	15,133	15,531
	5	13,369	13,815	14,261	14,707	15,153	15,599	16,045	16,491	16,937	17,383
	6	14,901	15,398	15,895	16,392	16,889	17,386	17,883	18,380	18,877	19,374
	7	16,559	17,111	17,663	18,215	18,767	19,319	19,871	20,423	20,975	21,527
	8	18,339	18,950	19,561	20,172	20,783	21,394	22,005	22,616	23,227	23,838
	9	20,256	20,931	21,606	22,281	22,956	23,631	24,306	24,981	25,656	26,331
	10	22,307	23,051	23,795	24,539	25,283	26,027	26,771	27,515	28,259	29,003
	11	24,508	25,325	26,142	26,959	27,776	28,593	29,410	30,227	31,044	31,861
	12	29,374	30,353	31,332	32,311	33,290	34,269	35,248	36,227	37,206	38,185
	13	34,930	36,094	37,258	38,422	39,586	40,750	41,914	43,078	44,242	45,406
	14	41,277	42,653	44,029	45,405	46,781	48,157	49,533	50,909	52,285	53,661
	15 <sup>1</sup>	48,533	50,171	51,789	53,407	55,025	56,643	58,261	59,879	61,497	63,115
	16 <sup>1</sup>	56,945	58,843	60,741	62,639	64,537	66,435	68,333	70,231	72,129	---
	17 <sup>1</sup>	66,708	68,932	71,156	73,380	75,604	---	---	---	---	---
	18 <sup>1</sup>	78,184	---	---	---	---	---	---	---	---	---

Note 1. The rate of basic pay payable to employees at these rates is limited to \$57,500 for the period October 3-December 17, 1982, and to \$63,800 effective December 18, 1982.

Acceleration Factors	Oct 3, 1982- Sept 30, 1983	Oct 1, 1983- Jan 7, 1984
Retirement	20.4% (13.4% Unfunded, 7% DoD Contribution)	29.5% (22.5% Unfunded, 7% DoD Contribution)
Leave and Holiday	18%	18%
Benefits	5.6%	6.9%

**CIVILIAN PAY 1982  
GENERAL SCHEDULE  
EFFECTIVE OCTOBER 4, 1981**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$8,342	8,620	8,898	9,175	9,453	9,615	9,890	10,165	10,178	10,438
	2	9,381	9,603	9,913	10,178	10,292	10,595	10,898	11,210	11,504	11,804
	3	10,235	10,576	10,917	11,258	11,599	11,940	12,281	12,622	12,963	13,304
	4	11,490	11,873	12,256	12,639	13,022	13,405	13,788	14,171	14,554	14,973
	5	12,854	13,282	13,710	14,138	14,566	14,994	15,422	15,850	16,278	16,706
	6	14,328	14,806	15,284	15,762	16,240	16,718	17,196	17,674	18,152	18,630
	7	15,922	16,453	16,934	17,515	18,046	18,577	19,108	19,639	20,170	20,701
	8	17,634	18,222	18,810	19,398	19,986	20,574	21,162	21,750	22,338	22,926
	9	19,477	20,126	20,775	21,424	22,073	22,722	23,371	24,020	24,669	25,318
	10	21,449	22,164	22,879	23,594	24,309	25,024	25,379	26,454	27,169	27,884
	11	23,566	24,352	25,138	25,924	26,710	27,496	28,282	29,068	29,854	30,640
	12	28,245	29,187	30,129	31,071	32,013	32,955	33,897	34,839	35,781	36,723
	13	33,586	34,706	35,826	36,946	38,066	39,186	40,306	41,426	42,546	43,666
	14 <sup>1</sup>	39,689	41,012	42,335	43,658	44,981	46,304	47,627	48,950	50,273	51,596
	15 <sup>1</sup>	46,685	48,241	49,797	51,353	52,909	54,465	56,021	57,577	59,133	60,689
	16 <sup>1</sup>	54,755	56,580	58,405	60,230	62,055	63,880	65,705	67,530	69,355	---
	17 <sup>1</sup>	64,142	66,280	68,418	70,556	72,694	---	---	---	---	---
	18 <sup>1</sup>	75,177	---	---	---	---	---	---	---	---	---

Notes: 1. The rate of basic pay payable to employees at these rates is limited to \$50,112.50 for the period October 2-December 31, 1981 and to \$57,500 after December 31, 1981, the rates payable to level V of the Executive Schedule during those periods.

Acceleration Factors (effective October 1, 1981)

Retirement:	20.4% (13.4% Unfunded; 7% DoD contribution)
Leave and Holiday:	18.0%
Benefits:	5.6%



**CIVILIAN PAY 1981  
GENERAL SCHEDULE  
EFFECTIVE OCTOBER 5, 1980**

		1	2	3	4	5	6	7	8	9	10
GS	1	\$7,960	8,490	8,755	9,020	9,020	9,175	9,437	9,699	9,712	9,954
	2	8,951	9,163	9,459	9,712	9,820	10,109	10,398	10,687	10,976	11,265
	3	9,766	10,092	10,418	10,744	11,070	11,396	11,722	12,048	12,374	12,700
	4	10,963	11,328	11,693	12,058	12,423	12,788	13,153	13,518	13,883	14,248
	5	12,266	12,675	13,054	13,493	13,902	14,311	14,720	15,129	15,538	15,947
	6	13,672	14,128	14,584	15,040	15,496	15,952	16,408	16,864	17,320	17,776
	7	15,193	15,699	16,205	16,711	17,217	17,723	18,229	18,735	19,214	19,747
	8	16,826	17,387	17,948	18,509	19,070	19,631	20,192	20,753	21,314	21,875
	9	18,585	19,205	19,825	20,445	21,076	21,685	22,305	22,925	23,545	24,165
	10	20,467	21,149	21,831	22,513	23,195	23,877	24,559	25,241	25,943	26,605
	11	22,486	23,236	23,986	24,736	25,486	26,236	26,986	27,736	28,486	29,236
	12	26,951	27,849	28,747	29,645	30,543	31,441	33,339	33,237	34,135	35,033
	13	32,048	33,116	34,184	35,252	36,230	37,388	38,456	39,524	40,592	41,660
	14	37,871	39,133	40,395	41,657	42,919	44,181	45,443	46,705	47,967	49,229
	15 <sup>1</sup>	44,547	46,032	47,517	49,002	50,487	51,972	53,457	54,942	56,427	57,912
	16 <sup>1</sup>	52,247	53,989	55,731	57,473	59,215	60,957	62,699	64,441	66,183	---
	17 <sup>1</sup>	61,204	63,244	65,284	67,324	69,384	---	---	---	---	---
	18 <sup>1</sup>	71,734	---	---	---	---	---	---	---	---	---

Notes: 1. Notwithstanding the salary rates shown, the rate of basic pay legally payable (such as employees in grades GS-15 through GS-18) may not exceed the rate payable to level V of the Executive Schedule, as of the effective date of this schedule.

Acceleration Factors (effective October 1, 1980)

Retirement:	20.4% (13.4% Unfunded; 7% DoD contribution)
Leave and Holiday:	18.0%
Benefits:	5.6%